

John-David Bowman
AZ 2015 Teacher of the Year

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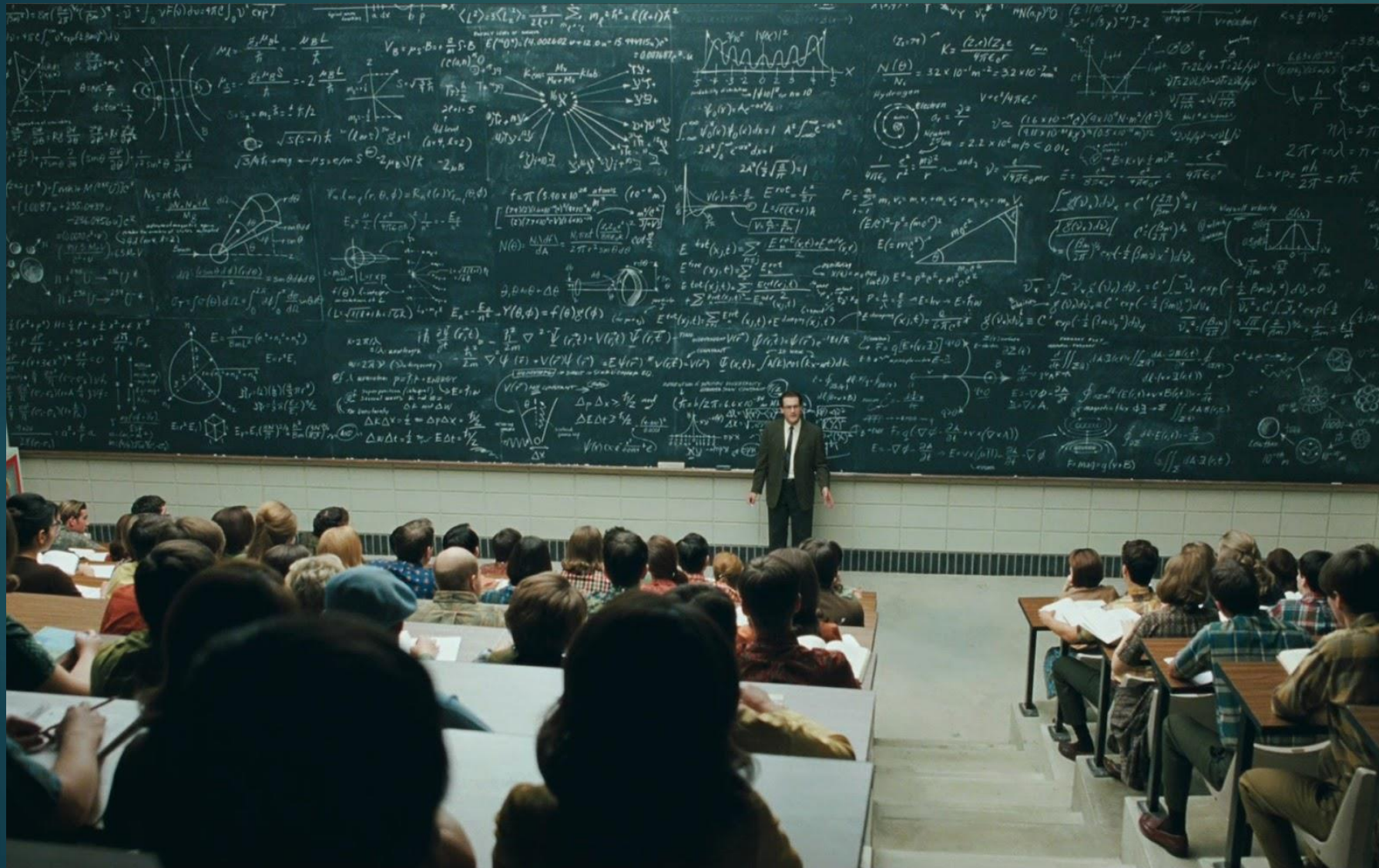
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My Story





Over 1000 teaching positions available
as of two weeks ago!



Do we want
our
elementary
and
secondary
classrooms to
look like this?

- ▶ Problem –
Recruitment/Retention
- ▶ Lets put Recruitment
aside for today



- ▶ Solution –
- ▶ Teacher
Support/Mentoring
- ▶ PLC's
- ▶ The value of input from
stakeholders
- ▶ Celebrate and Advocate

Teacher Support

- ▶ Thought Experiment –
- ▶ You are a new teacher!
- ▶ Excitement!
- ▶ But...



Teacher Support



- ▶ But you are going to wake and do it all of over again, until you don't.

Teacher Support

- ▶ Mentoring – It shouldn't be just happenstance
We need better, systemic mentoring
Content and grade level



PLC's – Professional Learning Communities

- ▶ Problem –
 - ▶ PLC's often start out strong then often devolve
 - ▶ How can we make PLC's more effective?
 - ▶ How can PLC's help retain teachers?



Silent Debate -

- ▶ Let's Brainstorm!
- 1) Find a poster
- 2) Post your comment
- 3) Then add feedback or
reply to at least 2
comments
- 4) Report back

Ideas That Stuck Out?



“The best way
to have a good
idea is to have
lots of ideas.”

Linus Pauling

Wednesday - July 26, 2012 (9:29 pm)

How do we value our stakeholders?

- ▶ Valuing the input of stakeholders improves the professional environment
- ▶ This can lead to greater retention

Who are our stakeholders?

- Students
- Parents
- Teachers
- Community Members
- Business Leaders



How do we value our stakeholders?

- ▶ Stand Up, Hand Up, Pair Up:
- ▶ 1) Stand Up
- ▶ 2) Hand Up
- ▶ 3) High five someone you do not all ready know
- ▶ 4) Share some ideas on how we can best value our stakeholders